

In the Claims

1. **(Currently Amended)** A method in a computing system ~~for managing employee data~~, the method comprising:
managing employee data, wherein
the managing comprises
extracting, **using the computing system**, employee position management information in a first form that is associated with a first source computerized employee position management system;
converting, **using the computing system**, the employee position management information in the first form into employee position management information that is in a second intermediate form; and
converting, **using the computing system**, the employee position management information in the second intermediate form into employee position management information in a target form that corresponds to a target computerized employee position management system
2. **(Currently Amended)** The method of Claim 1, further comprising:
using the employee position management information in the target form to perform at least one computer-implemented act from a set of computer-implemented acts comprising:
creating a new employee position **management** record in the target computerized employee position management system; and

updating an existing employee position management record in the target computerized employee position management system.

3. **(Currently Amended)** The method of Claim 1, further comprising:
extracting, using the computing system, employee position management information in a third form that is associated with a second source computerized employee position management system that is distinct from the first source computerized employee position management system;
converting, using the computing system, the employee position management information in the third form into employee position management information that is in the second intermediate form;
converting, using the computing system, the employee position management information in the second intermediate form into employee position management information in the target form; and
using the employee position management information in the target form to perform at least one computer-implemented act from a set of computer-implemented acts comprising:
creating a new employee position management record in the target computerized employee position management system; and
updating an existing employee position management record in the target computerized employee position management system.
4. **(Original)** The method of Claim 1, wherein the second intermediate form includes a list of employee positions element for defining a hierarchy of data

elements, wherein the hierarchy of data elements includes a plurality of employee position elements, which include other elements.

5. (Original) The method of Claim 4, wherein each of the plurality of employee position elements includes one or more elements selected from a group comprising:
 - a position identifier;
 - a position base data element;
 - a position related division element
 - a position related organization element;
 - a related parent position element; and
 - a position custom data element.
6. (Original) The method of Claim 5, wherein the position base data element includes one or more elements selected from a group comprising:
 - a position description element; and
 - a position name element.
7. (Original) The method of Claim 5, wherein the position related division element includes a position related division identifier.
8. (Original) The method of Claim 5, wherein the position related organization element includes a position related organization identifier.
9. (Original) The method of Claim 5, wherein the related parent position element includes a related parent position identifier.

10. **(Currently Amended)** A computer-readable storage medium carrying one or more sequences of instructions for managing employee data, wherein execution of the one or more sequences of instructions by one or more processors causes the one or more processors to perform:
- extracting employee position management information in a first form that is associated with a first source computerized employee position management system;
 - converting the employee position management information in the first form into employee position management information that is in a second intermediate form; and
 - converting the employee position management information in the second intermediate form into employee position management information in a target form that corresponds to a target computerized employee position management system.
11. **(Currently Amended)** A computer-readable storage medium of Claim 10, further comprising:
- using the employee position management information in the target form to perform at least one computer-implemented act from a set of computer-implemented acts comprising:
 - creating a new employee position record in the target computerized employee position management system; and
 - updating an existing employee position management record in the target computerized employee position management system.

12. **(Currently Amended)** A computer-readable storage medium of Claim 10, further comprising:
- extracting employee position management information in a third form that is associated with a second source computerized employee position management system that is distinct from the first source computerized employee position management system;
 - converting the employee position management information in the third form into employee position management information that is in the second intermediate form;
 - converting the employee position management information in the second intermediate form into employee position management information in the target form; and
 - using the employee position management information in the target form to perform at least one computer-implemented act from a set of computer-implemented acts comprising:
 - creating a new employee position management record in the target computerized employee position management system; and
 - updating an existing employee position management record in the target computerized employee position management system.
13. **(Currently Amended)** A computer-readable storage medium of Claim 10, wherein the second intermediate form includes a list of employee positions element for defining a hierarchy of data elements, wherein the hierarchy of data elements includes a plurality of employee position elements, which include other elements.

14. **(Currently Amended)** A computer-readable storage medium of Claim 13, wherein each of the plurality of employee position elements includes one or more elements selected from a group comprising:
- a position identifier;
 - a position base data element;
 - a position related division element
 - a position related organization element;
 - a related parent position element; and
 - a position custom data element.
15. **(Currently Amended)** A computer-readable storage medium of Claim 14, wherein the position base data element includes one or more elements selected from a group comprising:
- a position description element; and
 - a position name element.
16. **(Currently Amended)** A computer-readable storage medium of Claim 14, wherein the position related division element includes a position related division identifier.
17. **(Currently Amended)** A computer-readable storage medium of Claim 14, wherein the position related organization element includes a position related organization identifier.

18. (Currently Amended) A computer-readable storage medium of Claim 14, wherein the related parent position element includes a related parent position identifier.
19. (Currently Amended) A system, comprising:
a central processing unit (CPU);
a memory, coupled to the CPU, the memory further comprising
A a data structure for managing employee data, wherein
the data structure comprises ~~ing~~es a list of employee positions
element for defining a hierarchy of data elements,
~~wherein~~ the hierarchy of data elements includes a
plurality of employee position elements, ~~which include~~
~~other elements.~~
20. (Original) The data structure of Claim 19, wherein each of the plurality of employee position elements includes one or more elements selected from a group comprising:
a position identifier;
a position base data element;
a position related division element
a position related organization element;
a related parent position element; and
a position custom data element.

21. (Original) The data structure of Claim 20, wherein the position base data element includes one or more elements selected from a group comprising:
 - a position description element; and
 - a position name element.
22. (Original) The data structure of Claim 20, wherein the position related division element includes a position related division identifier.
23. (Original) The data structure of Claim 20, wherein the position related organization element includes a position related organization identifier.
24. (Original) The data structure of Claim 20, wherein the related parent position element includes a related parent position identifier.